

basis, they would have been \$48,781. The reason that there is a 20 percent, or a 40, or a 60 percent jump is that the full impact of the salary is over a 14 year period. I guess, Senator Higgins, I could not logically say, although I appreciate that is how it is referred to, as a 40 percent jump, or 50, or 100, it actually is over a period of 14 years that we are talking about. You can't reasonably look at, at least I cannot reasonably look at these adjustments other than for the time frame that was elapsed when they were last changed.

SPEAKER NICHOL: Senator Landis, would you like to close on the committee amendments? While you are getting ready, may I introduce some guests of Senator Wesely. We have 35 students from the Lincoln Lutheran Junior High, accompanied by instructors. They are in the north balcony. Would you please stand and be recognized by the Legislature. Thank you. Senator Landis to close on the committee amendments.

SENATOR LANDIS: Thank you. Mr. Speaker, members of the Legislature, it is difficult to divine the future, as Senator Higgins points out. Were we good managers we would be able to respond to economic conditions that change year in, year out, just like we do all the rest of our employees. We could float our increases one year. We could make them zero the next if we had to tighten our belt. We could give different fringe benefits to offset salary increases if these were normal employees, but they are not. Constitution says you've got to set up the ground rules of what you are going to pay them before their term commences. They've got to know, before they go into office, what they are going to get and once the Legislature sets it, they can't change it in the middle of the stream. The committee concluded that the increases that were in the original green copy of the bill were too high to begin the next term with. But reasoning, from recent decisions that we found with respect to county officers, we said, I think we are constitutionally permitted to allow for incremental increases so long as those incremental increases are clear before the term begins. I, personally, couldn't support, within two years time, doubling the Governor's salary, or making an increase of \$20,000 in the Attorney General's Office and that salary. By using the committee amendment we can space out the accomplishment of our target over the course of the term. We can make incremental increases, and I think that is the